

Associate \$52,062
Assistant \$43,622
Range \$64,528

Professor \$60,837
Associate \$49,354
Assistant \$40,597
Director \$32,355

FACULTY SALARIES IN CALIFORNIA'S PUBLIC UNIVERSITIES 1992-93



CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

Summary

Annually, in accordance with Senate Concurrent Resolution No. 51 of the 1965 General Legislative Session, the Commission submits to the Governor and the Legislature an analysis of faculty salaries in the University of California and the California State University for the forthcoming fiscal year.

The Commission's report for the 1992-93 fiscal year contains an analysis of the data submitted to the University and State University by their respective groups of comparison institutions and shows how those data are formulated into the parity percentages included in the report. The parity percentage is an average amount of increase in salary necessary for each segment to maintain a competitive position in relation to its respective comparison group of institutions. This year, the estimated faculty salary parity amounts for the University and State University are 6.7 and 6.0 percent, respectively.

This year's report includes an analysis on pages 6-7 of salary increases granted for the past 14 years in California compared to increases in the national and California Consumer Price Indices. It also presents a brief discussion on pages 9-14 of faculty compensation beyond the standard scale for the past three years at the University of California and the implications of these high salaries for the University's ability to attract the finest scholars in the nation. It also discusses on pages 5-6 the differences between the University's and State University's methods for computing their parity figures in terms of the weighting or non-weighting of faculty by comparison institution staffing patterns.

The Commission adopted this report at its meeting of March 30, 1992, on recommendation of its Policy Development Committee. Additional copies of the report may be obtained from the Publications Office of the Commission at (916) 324-4992.

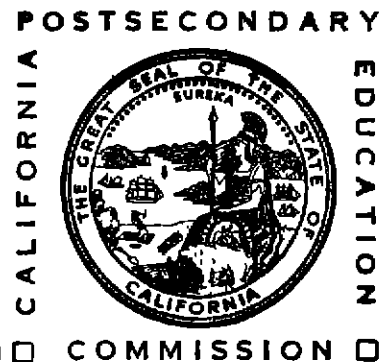
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Later this summer, the Commission will publish a related report that will describe faculty members' salaries at California's Community Colleges and salaries of administrators at the University of California and the California State University.

FACULTY SALARIES IN CALIFORNIA'S PUBLIC UNIVERSITIES, 1992-93

*A Report to the Legislature
and Governor in Response to Senate
Concurrent Resolution No. 51 (1965)*

CALIFORNIA POSTSECONDARY EDUCATION COMMISSION
1303 J Street • Fifth Floor • Sacramento, California 95814-2938





COMMISSION REPORT 92-8
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Summary and Conclusions

THIS 1992-93 faculty salary report contains detailed data on average salaries in the comparison institutions of the University of California and the California State University. It analyzes raw data submitted by these institutions and then explains the Commission's faculty salary parity computations that are based on them.

Competitive positions of the University of California and the California State University

The salary analyses of the Commission indicate that the University has maintained a competitive position over the past five years when compared to its list of eight comparison institutions, while the State University has improved its position in most of its faculty ladder ranks in relation to its 20 comparison institutions, in spite of the State's decision last year not to fund cost-of-living adjustments for these faculty.

Parity for the University of California

Based on actual 1991-92 data from all of the University's eight comparison institutions, the Commission estimates that the University's faculty members will require an average salary increase of 6.7 percent to bring them to the mean of their comparison group for 1992-93. Over half of this adjustment -- 3.5 percent -- is attributed to the State not funding salary increases in the 1991-92 budget year. In addition, the University made a budget decision for 1991-92 not to fund merit increases for their faculty -- an amount that equals approximately 1.8 percent of this year's parity adjustment. If University faculty had received both cost-of-living and merit increases in 1991-92, this year's parity adjustment would be approximately 1.4 percent.

Parity for the California State University

The California State University collected actual data from 16 of its 20 comparison institutions, with the remaining four being unable to offer current data for various reasons. As specified in the salary methodology agreed to by State officials, estimates were made for those four institutions unable to supply current information, and comparison institution salary data for law faculty have been excluded from the calculations.

From these data, the Commission estimates that a salary increase of 6.0 percent is necessary to keep State University faculty at the mean of its comparison institutions. The State University's Trustees, following a practice instituted since the implementation of collective bargaining, has in essence agreed to the 6.0 percent figure, provided it is funded in the Governor's Budget and finally negotiated as part of ongoing collective bargaining discussions.

Over two-thirds -- 4.1 percent -- of this year's parity calculation for the State University is attributed to the State not funding a 4.1 percent cost-of-living salary increase in the 1991-92 budget year. Unlike the University, however, the State University did fund merit increase for its faculty in 1991-92. If State University faculty had received the estimated cost-of-living increase in 1991-92, this year's parity adjustment would be approximately 1.9 percent.

The University's salaries above standard and its Voluntary Early Retirement Incentive Program

In this report, the Commission continues last year's practice of providing a brief discussion regarding the University's nine-month faculty who earned in excess of \$100,000. With respect to this topic (pp. 9-14), the report raises some implications of these salaries for the University in its attempt to attract the finest research scholars. In that section of the report, the Commission also discusses the effect of the

University's Voluntary Early Retirement Program on the number and status of these faculty. Finally, on pages 5-6, the Commission includes a techni-

cal explanation regarding the differences between the methods used for computing the parity figures for the University and the State University.

2 *Origins, Methods, and Scope of Analysis*

ANNUALLY, in accordance with Senate Concurrent Resolution No 51 of the 1965 General Legislative Session (reproduced in Appendix A on page 21), the University of California and the California State University submit to the Commission data on faculty salaries for their respective institutions and for a group of comparison colleges and universities. On the basis of these data, the Commission develops estimates of the percentage changes in salaries required to attain parity with the comparison groups in the forthcoming fiscal year. The methodology requires that parity figures for both university systems be submitted to the Department of Finance and the Office of the Legislative Analyst by December 5 of each year.

The methodology by which the two universities collect these data and the Commission analyzes them (Appendix B, pp. 23-29) has been designed by the Commission in consultation with representatives from the University of California, the California State University, the Department of Finance, and the Office of the Legislative Analyst, and was originally published in the Commission's *Methods for Calculating Salary and Fringe Benefit Cost Comparisons* (March 1985). It has since been revised three times -- in June 1987, January 1988, and June 1989 -- to reflect changes in the methodology used for calculating the parity figure and to reflect changes in the University's and State University's group of comparison institutions.

History of the faculty salary reports

The impetus for the faculty salary report came from the Master Plan Survey Team in 1960, which recommended that:

- 3 Greatly increased salaries and expanded fringe benefits, such as health and group life insurance, leaves, and travel funds to attend professional meetings, housing, parking and moving expenses, be provided for faculty members in order to make college and uni-

versity teaching attractive as compared with business and industry

- 8 Because of the continual change in faculty demand and supply, the coordinating agency annually collect pertinent data from all segments of higher education in the state and thereby make possible the testing of the assumptions underlying this report (Master Plan Survey Team, 1960, p. 12).

For four years thereafter, the Legislature continually sought information regarding faculty compensation, information which came primarily from the Legislative Analyst in the *Analysis of the Budget Bill* and from the Coordinating Council for Higher Education -- the predecessor of the Postsecondary Education Commission -- in its annual reports to the Governor and the Legislature on the level of support for public higher education. While undoubtedly helpful to the process of determining faculty compensation levels, these reports were considered to be insufficient, especially by the Assembly, which consequently requested the Legislative Analyst to prepare a specific report on the subject (House Resolution No 250, 1964 First Extraordinary Session; reproduced in Appendix C, pp. 31-32).

Early in the 1965 General Session, the Legislative Analyst presented his report (Appendix D, pp. 33-42) and recommended that the process of developing data for use by the Legislature and the Governor in determining faculty compensation be formalized. This recommendation was embodied in Senate Concurrent Resolution No 51 (1965), which specifically directed the Coordinating Council to prepare annual reports in cooperation with the University of California and the California State Colleges.

Since that time, the Coordinating Council and, more recently, the Commission have submitted university salary reports to the Governor and the Legislature. Prior to 1973-74, the Coordinating Council submitted only one report annually, usually in March or April. Between 1974-75 and 1985-86, the Commission compiled two reports -- a preliminary report transmitted in December, and a final report

in April or May. The first was intended principally to assist the Department of Finance in developing cost-of-living adjustments presented in the Governor's Budget, while the second was used by the Legislative Analyst and the legislative fiscal committees during budget hearings. Each of them compared faculty salaries and the cost of fringe benefits in California's public four-year segments with those of other institutions (both within and outside of California) for the purpose of maintaining a competitive position. In 1985, the Commission obtained approval to publish only one report each year on university faculty salaries.

Meanwhile, in 1979, the Office of the Legislative Analyst had asked the Commission to prepare periodic reports on faculty salaries in the California Community Colleges and in the University of California's medical schools, and in 1982 the Legislative Analyst requested an annual report on administrative salaries in the two university systems. As a result, the Commission each summer publishes an annual supplemental report on academic salaries that discusses community college faculty salaries in California and administrators' salaries in California's two public universities compared to those in universities nationally; but it stopped production of reports on medical school faculty salaries in 1990, when the Legislative Analyst determined that those data, which were an expensive burden to the University of California to collect, were no longer necessary.

Changes in scope and methodology during the Commission's first decade

Over its first decade, the Commission made its faculty salary reports more and more comprehensive. Originally the reports provided only comparison institution data, but later they were expanded to include summaries of economic conditions, comparisons with other professional workers; discussions of supplemental income and business and industrial competition for talent; and analyses of collective bargaining.

For example, in the late 1970s and early 1980s, the Commission's faculty salary reports included comprehensive surveys of economic conditions and salaries paid in other occupational fields because data had shown that faculty salaries at most institutions of higher education across the country were not

keeping pace with changes in the cost-of-living or with salary increases granted to other professional workers. Since faculty salaries in California are based primarily on interinstitutional comparisons, those at the University of California and the California State University were undergoing an economic erosion comparable to that experienced by public universities nationally. That erosion made it increasingly difficult to recruit the most talented teachers and researchers, especially in competition with the substantially higher salaries generally available in business and industry. Consequently, in order to provide the Governor and the Legislature with as much information as possible on a complex situation, the Commission expanded considerably the scope of those salary analyses.

In 1984, the Commission convened an advisory committee consisting of representatives from the segments, the Department of Finance, the Office of the Legislative Analyst, and other interested parties to review the methodology under which the salary reports are prepared each year. That committee's deliberations led to a number of substantive revisions that were approved by the Commission in March 1985 in *Methods for Calculating Salary and Fringe Benefit Cost Comparisons* -- including creation of a new list of comparison institutions for the State University, production of only a single report rather than a preliminary and a final report, and provision of University of California medical faculty salary information biennially rather than annually.

Recent changes in methodology

Four years ago, due primarily to issues of confidentiality and technical difficulties in collecting data in a timely fashion, the advisory committee met to consider changes in the methodology. The committee suggested several revisions to the methodology at that meeting to address those issues. The Commission acted on those recommendations when it adopted its report, *Faculty Salary Revisions: A Revision of the Commission's 1985 Methodology for Preparing Its Annual Reports on Faculty and Administrative Salaries and Fringe Benefits*, in June 1987.

At that time, the University of California agreed to continue to use the eight comparison institutions it had used for the past 16 years. After further anal-

yzing salary trends at these eight institutions later in the summer, however, the University determined that the economic situation, especially in the midwest, had adversely affected at least one of its comparison institutions -- the University of Wisconsin, Madison -- causing only marginal increases in its faculty salaries in contrast to increases elsewhere. Furthermore, the University sought to build into its list of comparison institutions a "competitive edge" -- an amount of between 3 and 3½ percent that was added to the computed parity figure during the 1985-86, 1986-87, and 1987-88 fiscal years. Thus "in the best interest of the University and the State," it formally requested the Commission to approve the substitution of the University of Virginia for the University of Wisconsin and the Massachusetts Institute of Technology for Cornell University. As part of this proposal, it agreed to abandon requests for the 1988-89 and subsequent fiscal years for "competitive edge" funds, noting that the traditional methodology of projected lag to parity would be sufficient, given the new comparison group. The Commission approved this change in the University's comparison institutions at its February 1988 meeting.

Three years ago, the Commission again considered changes in its methodology when it responded to Supplemental Budget Language to the 1988-89 Budget Act that directed it to convene its salary methodology advisory committee in order to evaluate whether the estimated average salaries at the State University's comparison institutions should be adjusted for the full effect, rather than the existing partial effect, of law school faculty among its comparison institution group. The Commission was also directed to determine the appropriateness of retaining any effect of law school faculty employed by comparison institutions when computing a final State University faculty salary parity figure, and to provide a justification for it.

In June 1989, the Commission adopted the recommendation of its advisory committee that for purposes of reporting comparable "academic" salary information for both the State University and its comparison institutions, all law faculty should be removed from the methodology used for computing the State University's parity figure during the 1991-92 budget cycle -- the year in which the collective bargaining agreement between the faculty and the administration expired. This year's report con-

tinues to reflect the exclusion of comparison-institution law faculty.

In removing comparison institution law faculty, however, it was clear that the State University's competitiveness in the marketplace would be undermined in that its instructional budget in the 1988-89 budget year would be reduced by approximately \$7.5 million because of a reduction in the calculation of its parity figure. Recognizing the dangers implicit in this reduction -- especially its impact on the recruitment and retention of faculty -- the Commission considered a modest change in the State University's group of comparison institutions in order to recover approximately one-half of the estimated revenue loss attributed to the removal of comparison institution law faculty. In September 1989, the Commission called for deleting three existing comparison institutions -- Virginia Polytechnic Institute, the University of Bridgeport, and Mankato State University -- and replacing them with three new institutions -- the University of Connecticut, George Mason University, and Illinois State University. This year's report continues to reflect this change in comparison institutions.

Weighting of comparison institutions for the University and State University

In its 1987 report on faculty salaries, the Commission included a discussion of the difference between the methodologies used by the University of California and the California State University for determining their respective parity figures, and the Commission reviews the most significant difference here -- the weighting of comparison institution data -- because of recent questions regarding it.

The California State University weights each comparison institution's data in terms of the individual staffing patterns at that institution. Thus larger institutions have a more significant impact on the parity figure, in that the salaries paid to the faculty at these institutions contribute a higher amount proportionately to the parity calculation.

In contrast, the University of California assigns an equal value to each of its comparison institutions regardless of size. In other words, each institution carries the same "weight" as each of the others.

Normally, the Commission would apply the State University methodology to the University, since it more accurately reflects the salaries paid to the total market of faculty used in the comparison; but such a practice is questionable for the University's comparison group for several reasons:

- First, the public institutions in the University's comparison group are quite large -- large enough that weighting salaries by the number of their faculty would substantially reduce the influence of the private institutions
- Second, there is no evidence from data on the origins and destinations of faculty that more exchanges of faculty occur between the University of California and public institutions than with private institutions. Accordingly, it cannot be concluded that the public institutions' larger size give them a more prominent role in the recruiting market than the private institutions.
- Third, the University of California has long operated under what is known as the "star system," which refers to a recruiting process designed to attract and retain the most pre-eminent teachers and researchers in a given discipline. Institutional size has little to do with the success or failure to recruit a particular "star." Thus it can be argued that Yale, with only 652 faculty, is as strong a competitor for a particular individual as is the University of Illinois with 1,856 faculty. Because of this equality, or near equality, in recruiting ability, it has always seemed prudent to the Commission to accord the salaries paid to Harvard, Stanford, Yale and MIT an equal weight with those paid at the State University of New York at Buffalo and the Universities of Illinois, Michigan, and Virginia.

This difference in weighting between the California State University and the University of California has been acceptable to all parties involved, except for the Legislative Analyst. At the Analyst's request, the Commission has included this description and rationale for differential weighting

Recent trends in faculty salaries

In the seven years between 1984-85 and 1990-91,

the salary deficiencies experienced by faculty in California's two public universities were corrected vis-a-vis most other comparable occupations, as were those of most other institutions of higher education across the country. Display 1 on page 7 shows the parity figures that the Commission derived for the University and State University throughout the 1980s, and compares those figures with the amounts actually approved by the Governor and Legislature, along with percentage increases in both the national and California Consumer Price Indices. The display shows that in 1983-84 and 1984-85, both the University and State University significantly lagged their comparison institutions. Although other institutions throughout the country experienced similar salary erosion, University and State University faculty salaries declined even further in relation to their comparison groups.

In the seven years since then, strong performances in the State's and national economies generated State revenues sufficient to restore faculty salaries to levels where the segments were then better able to compete with private business and industry. Clearly, the State of California during that time showed a commitment to maintain the excellence of both the University of California and the California State University by regularly improving the resources available to these segments. As a result, there was less need for the extensive economic conditions and occupational salary data that the Commission published in prior years.

Because of severe State revenue shortfalls in 1991-92, however, the Governor's Budget provided no cost-of-living increases for faculty salaries at either the University of California or the California State University for the current fiscal year. Moreover, no salary cost-of-living increases are being provided by the Governor for the forthcoming 1992-93 fiscal year. Therefore, if the State's current fiscal crisis continues through this year, it may again be necessary for the Commission to present once again in the future an extensive analysis of economic conditions, as well as the type of review of occupational salary information that it presented in previous years, since the salaries paid to University and State University faculty are again likely to significantly lag behind those paid to their comparison institution counterparts.

DISPLAY 1 Comparisons of Faculty Salary Parity Adjustment Calculations by the Commission with Actual Percentage Increases Provided in State Budgets and United States and California Fiscal Year Consumer Price Indices 1979-80 Through 1992-93

<u>Year</u>	<u>University of California Commission</u>	<u>California Budget</u>	<u>The California State Commission</u>	<u>University Budget</u>	<u>United States Consumer Price Index (Fiscal Year)</u>	<u>California Consumer Price Index (Fiscal Year)</u>
1979-80	12.6%	14.5%	10.1%	14.5%	14.4%	14.9%
1980-81	5.0	9.8	0.8	9.8	9.9	11.6
1981-82	5.8	6.0	0.5	6.0	6.9	10.8
1982-83	9.8	0.0	2.3	0.0	3.2	2.2
1983-84	18.5	7.0	9.2	6.0	4.4	3.7
1984-85	10.6	9.0	7.6	10.0	3.7	5.3
1985-86	6.5	9.5	NA	10.5	1.7	3.6
1986-87	1.4	5.0	6.9	6.8	3.8	3.3
1987-88	2.0	5.6	6.9	6.9	3.9	4.4
1988-89	3.0	3.0	4.7	4.7	5.2	4.8
1989-90	4.7	4.7	4.8	4.8	5.0	4.9
1990-91	4.8	4.8	4.9	4.9	5.5	5.3
1991-92	3.5	0.0	4.1	0.0	3.4 (estimated)	5.6 (estimated)
1992-93	6.7	0.0	6.0	0.0	3.6 (projected)	3.6 (projected)

NA. No parity adjustment was computed for the State University for the 1985-86 year

Note Some of the percentage increases provided in the Budget were for a period of time less than a full year. There have been changes in both the University and State University comparison groups over this time, and there was a change in the State University's computation methodology in 1985.

Sources: Consumer Price Index: Commission on State Finance; Remainder: California Postsecondary Education Commission.

3

Projected Salaries Required for Parity at California's Public Universities

IN THIS PART of the report, the Commission uses faculty salary information from the University's and State University's comparison institutions to project the salaries required for parity in California's two public universities during 1992-93

University of California

In November 1991, the Regents of the University of California requested the Governor and the Legislature to approve funding sufficient to grant University faculty an average salary increase of approximately 7.0 percent, based on data from seven of its eight comparison institutions. Subsequent receipt of data from the eighth university showed that this number should be approximately 6.7 percent. This percentage increase is needed for the University to maintain parity in its faculty salaries with those eight institutions.

Projected salaries

Because the methodology for these calculations is based on changes over the most recent five-year period, Display 2 on page 10 shows the average salaries by rank at the comparison institutions in 1986-87 and 1991-92, as well as the University's position in each of these two years. It indicates that, over the past five years, at the rank of professor, the University held the fifth position in both years, improved its position from fifth to fourth at the associate professor level, but slipped from second to fifth at the assistant professor level.

This latter decrease in relative rank of University ladder rank faculty may be misleading, however, in that in 1986-87 the University received special "margin-of-excellence" funds that added 3.6 percent to that year's parity figure, thus improving the University's overall position in relation to its comparison group of institutions in that year. Furthermore,

last year, the University made a concerted budget decision not to fund merit salary increases for its faculty, thereby further increasing the lag between its faculty and the comparison group at the assistant professor level.

Despite this decline in the University's rank for assistant professor salaries, compensation provided to entry-level assistant professors is still almost equal to the average compensation of the comparison group. Since many of the University's new faculty members will be hired at this level, it is important that it maintain that competitive position for the hiring of new young faculty.

Because the University's faculty did not receive a salary increase in 1991-92, and because a significant number of high paid faculty retired from the system, the average salaries for each rank shown in Display 2 for academic year 1991-92 are actually less than the salaries earned by the faculty in the 1990-91 academic year. Although this phenomenon is likely to be temporary, it is another variable that contributes to the University's lag this year. Keeping these caveats in mind, Display 3 on page 11 shows the parity calculations for the 1992-93 fiscal year, which indicate that the University will require an increase of 6.72 percent to maintain parity at the mean of its comparison group.

Conversion factors

An important element in deriving institutional average salaries is the factor used to convert eleven-month salaries to nine-month salaries. In most cases, this conversion is derived by dividing nine by eleven to produce a factor of 0.8182. Historically, however, the University has used a conversion factor of 0.86 to adjust its eleven-month salaries to nine-month salaries. To assure consistency, the Commission applies the 0.86 factor to each of the University's comparison institutions. Display 4 on page 12 shows the University's 1991-

DISPLAY 2 *University of California Comparison Institution Average Salaries and Ranking, 1986-87 and 1991-92*

Comparison Institution	Professor	Associate Professor	Assistant Professor
1986-87			
Institution H	\$68,349 (1)	\$38,248 (8)	\$33,525 (5)
Institution A	65,888 (2)	46,178 (1)	36,773 (1)
Institution D	63,655 (3)	38,570 (7)	30,536 (9)
Institution F	62,400 (4)	43,900 (2)	35,700 (3)
University of California	61,983 (5)	41,010 (5)	36,126 (2)
Institution B	59,000 (6)	39,900 (6)	32,000 (8)
Institution C	58,179 (7)	41,931 (3)	33,504 (6)
Institution E	54,322 (8)	41,745 (4)	34,924 (4)
Institution G	53,366 (9)	37,544 (9)	32,310 (7)
Comparison Institution Average	\$60,645	\$41,002	\$33,659
1991-92			
Institution H	\$89,974 (1)	\$50,751 (6)	\$46,984 (3)
Institution A	85,679 (2)	60,850 (1)	47,703 (2)
Institution F	84,527 (3)	60,203 (2)	49,440 (1)
Institution D	82,174 (4)	51,001 (5)	40,998 (6)
University of California	75,810 (5)	52,062 (4)	43,622 (5)
Institution C	72,389 (6)	50,176 (7)	39,993 (8)
Institution E	71,464 (7)	53,220 (3)	45,254 (4)
Institution B	68,262 (8)	47,224 (8)	38,647 (9)
Institution G	64,586 (9)	45,940 (9)	40,451 (7)
Comparison Institution Average	\$77,382	\$52,421	\$43,684

Source Office of the President, University of California.

DISPLAY 3 *University of California Comparison Group Average Salaries, 1986-87 and 1991-92, Compound Rates of Increase, Projected Comparison Group Average Salaries, 1992-93, Projected Parity Comparisons, and Projected 1992-93 Staffing Patterns*

Academic Rank	Comparison Group Average Salaries 1986-87	Comparison Group Average Salaries 1991-92	Compound Rate of Increase	Comparison Group Projected Salaries 1992-93
Professor	\$60,645	\$77,382	4.995%	\$81,247
Associate Professor	41,002	52,421	5.036	55,061
Assistant Professor	33,659	43,684	5.352	46,022

Academic Rank	University of California Actual Average Salaries 1991-92	Comparison Group Average Salaries		Percentage Increase Required in University of California Average Salaries to Equal the Comparison Institution Average	
		Actual 1991-92	Projected 1992-93	Actual 1991-92	Projected 1992-93
Professor	\$75,810	\$77,382	\$81,247	2.07%	7.17%
Associate Professor	52,062	52,421	55,061	0.69	5.76
Assistant Professor	43,622	43,684	46,022	0.14	5.50
All Ranks Averages (UC Staffing)	\$64,528	\$65,551	\$68,862	1.59%	6.72%

Institutional Budget Year Staffing Pattern (Full-Time-Equivalent)	Professor	Associate Professor	Assistant Professor	Total
University of California	3,367	1,097	1,163	5,627
Comparison Institutions	4,390.58	1,969.73	1,892.95	8,253.26

Source: University of California, Office of the President, reproduced in Appendix E

92 salary schedule, with the actual conversions

University faculty paid above scale

Display 5 on page 13 shows data for University of California nine-month professors, excluding medical and law school faculty, who were paid in excess of \$100,000 for the past three years. These faculty members are often Nobel Laureates, Field Medal Scholars, Pulitzer Prize winners, National Aca-

my of Science scholars, or other premier researchers and teachers in their field.

In 1989-90, 146 faculty appeared in this category. Of these, 35 were in the humanities or social sciences, 57 were in the physical or life sciences, 43 were in engineering, and 11 were in the discipline of management. In addition, the salaries of 20 eleven-month professors exceeded \$100,000, but their nine-month equivalent was under that amount.

DISPLAY 4 *University of California 1991-92 Salary Schedule for Nine-Month and Eleven-Month Faculty, with Percentage Differences**

Nine-Month Faculty by Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Professor	\$51,400	\$55,400	\$60,700	\$66,400	\$72,200	\$78,300	\$84,600	\$91,300	
Associate Professor	43,100	45,700	48,300	51,300	55,300	N/A	N/A	N/A	
Assistant Professor	35,900	37,400	38,800	40,500	43,000	45,600	N/A	N/A	
Eleven-Month Faculty by Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Professor	\$59,600	\$64,300	\$70,400	\$77,000	\$83,800	\$90,800	\$98,100	\$106,000	
Associate Professor	50,000	53,000	55,900	59,500	64,200	N/A	N/A	N/A	
Assistant Professor	41,600	43,300	45,100	47,000	49,900	52,900	N/A	N/A	
Percentage Difference by Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Overall Average
Professor	86.24%	86.16%	86.22%	86.23%	86.16%	86.23%	86.24%	86.13%	
Associate Professor	86.20	86.22	86.40	86.22	86.14	N/A	N/A	N/A	
Assistant Professor	86.30	86.37	86.03	86.17	87.17	86.20	N/A	N/A	
Average	86.25%	86.25%	86.22%	86.21%	86.49%	86.22%	86.24%	86.13%	

*Add between 10 and 30 percent for selected business/management and engineering faculty

Source: University of California, Office of the President

The highest 1989-90 median salary -- \$106,300 -- was paid in engineering, while the highest overall salary -- \$122,100 -- was paid in the physical sciences. Only two women and three non-White faculty earned in excess of \$100,000 that year.

In 1991, 306 faculty (more than twice the number from last year) appeared in the over \$100,000 category. Of these, 78 were in the humanities or social sciences, 93 were in the physical or life sciences, 115

were in engineering, and 20 were in the discipline of management.

The highest 1990-91 median salary -- \$108,800 -- was paid in management, compared to engineering in 1989-90. Similarly, the highest overall salary -- \$129,000 -- was paid in management, compared to the physical sciences a year prior. Only one woman earned in excess of \$100,000, while 29 non-Whites earned this amount.

DISPLAY 5 University of California 1991-92 Nine-Month Faculty Salaries Above \$100,000, for 1990, 1991, and 1992

<u>Year</u>	<u>Discipline</u>	<u>Number</u>	<u>Salaries</u>		<u>Women</u>	<u>Characteristics</u>	
			<u>High</u>	<u>Median</u>		<u>Non-White</u>	<u>Average Age</u>
1989-90	Humanities	17	\$115,700	\$103,800	1	1	59
	Life Sciences	10	108,100	104,500	0	0	61
	Physical Sciences	47	122,100	104,300	1	1	58
	Social Sciences	18	113,200	103,800	0	1	62
	Management ¹	11	120,600	105,200	0	0	54
	Engineering ¹	<u>43</u>	116,700	106,300	0	0	59
	TOTAL	146					
1990-91	Humanities	45	\$124,800	\$106,000	1	0	60
	Life Sciences	14	119,600	102,700	0	0	61
	Physical Sciences	79	127,000	105,400	0	3	59
	Social Sciences	33	117,700	103,800	0	0	62
	Management ¹	20	129,000	108,800	0	0	56
	Engineering ¹	<u>115</u>	122,800	100,700	0	26	59
	TOTAL	306					
1991-92	Humanities	40	\$124,800	\$106,400	0	1	60
	Life Sciences	12	119,600	106,400	0	1	62
	Physical Sciences	59	127,000	106,200	0	2	58
	Social Sciences	26	117,700	103,400	1	1	61
	Management ¹	16	129,000	108,800	0	1	55
	Engineering ¹	<u>82</u>	121,400	100,700	0	24	57
	TOTAL	235					

Note Eleven-month salaries have been converted to nine-month equivalent salaries as is the practice in the University's annual report. In addition to these faculty, the number with eleven-month salaries exceeding \$100,000, but whose nine-month equivalent was under \$100,000, was 20 in 1989-90, 22 in 1990-91, and 11 in 1991-92.

1 Special scale

Source University of California, Office of the President.

In 1991-92, 235 faculty (71 fewer than last year) appear in the over \$100,000 category. Of these, 66 are in the humanities or social sciences, 71 are in the physical or life sciences, 82 are in engineering, and 16 are in the discipline of management. In addition, the salaries of 11 eleven-month professors exceeded \$100,000, but their nine-month equivalent was under that amount.

For 1991-92, the highest 1992 median salary -- \$108,800 -- is being paid in management, the same salary amount paid last year. Similarly, the highest overall salary -- \$129,000 -- is also the same as a year prior. Again only one woman is earning in excess of \$100,000, while 30 non-Whites are earning this amount.

Perhaps one of the most interesting facts shown in these two displays is the average age of these faculty, which currently ranges from 55 in management to 62 in the life sciences, suggesting that these scholars have been employed by the University or other academic institutions for many years. Considering that the average age of these high-paid scholars is already high, it is fair to suggest that many of these scholars will be retiring during the next five to ten years.

Effects of the University's Voluntary Early Retirement Incentive Program

For the fiscal year 1991-92, the University of California offered its faculty who were members of the University of California Retirement System an early retirement program known as the Voluntary Early Retirement Incentive Program or "VERIP," in which employees were given five years additional service credit at their time of retirement. Because of this significant service credit incentive, many faculty chose to retire -- 575 of some 1,820 tenured ladder and equivalent rank faculty, including those employed by professional schools such as law and medicine, who were eligible to do so, constituting 31.6 percent of the eligible pool (p. 47 of Appendix E).

The implications of this massive retirement caused the University to offer many of these faculty the opportunity to return to their campuses as retired annuitants to teach and/or conduct research. Of those faculty who retired, approximately one-third were recalled. Under the guidelines established for those faculty who opted to return to their campuses as re-

tired annuitants (Appendix E), these retired faculty in essence were limited to earning no more than approximately 42 percent of their last annual regular income in addition to their regular retirement income. Despite this limitation, many faculty saw significant benefit in returning to their campuses in order to earn additional income and/or to maintain their individual commitments to their institution.

Implications of early and impending retirements

Because of these early retirements and because the University continues to seek the finest researchers from throughout the country, the University has had to expend significant resources in recent years in order to attract or replace "super star" scholars to its campuses. Clearly, not all new hires are or should be made at the highest levels. But as the premier research system in the world, the University has had to hire many high-level faculty from both the private sector or other prestigious institutions to replenish similar faculty who have retired or moved to other institutions, at salaries well above the average paid to full professors in general.

When hired, these faculty are compensated at levels far above the regular salary compensation provided by the State for "vacant" faculty positions. (Currently, for vacant positions, the State provides \$38,800 -- Assistant Professor, Step 3, with engineering and business/management faculty starting at 10 percent more than this average.) Although most of these scholars are not paid in excess of \$100,000, many are paid at salaries equal to if not greater than those they earned at either the campus or private research facility from which they came -- an amount far in excess of the \$38,800 provided by the State.

The implications for the University of its policy of hiring the best and brightest are apparent. It must find from within existing resources the difference between the \$38,800 provided by the State and the compensation actually paid to the faculty member. In doing so, the University often uses resources allocated to other existing faculty vacancies in order to fund a single high-paid faculty position. When this occurs, those "other vacancies" remain unfilled, or are filled by temporary faculty; thus instructional activities in the department from which those resources are taken may be undermined.

Throughout the next decade, even more of the University's high paid scholars will be retiring and enrollment growth will continue to be significant. During this time, the University anticipates a need for nearly 10,000 new faculty. The situation of reallocating resources among departments will become severe if the University is to continue to attract premier scholars and the State funds vacancies at only entry-level salaries. As part of its long-range planning for faculty, the Commission will continue to explore the need of adequate faculty salary resources to maintain the continuing competitiveness of the University's faculty.

The California State University

Shifts in rank

Prior to last year, and principally because of salary increases granted in the four years 1987-88 through 1990-91, the State University had improved its competitive position nationally. Displays 6 and 7 on pages 16 and 17 show average salaries at its comparison institutions in 1986-87 and 1991-92, as well as the State University faculty's relative position on each list. These displays indicate that while the State University's ladder faculty ranked tenth at the professor level, seventh at the associate professor level, ninth at the assistant professor level, and seventh at the instructor level in 1986-87, its position in 1991-92 had deteriorated at the professor level to thirteenth position, but improved to between sixth and eighth for the other faculty ranks. These improvements for the lecturer through associate ranks were in spite of no cost-of-living increases being awarded in 1991-92.

Because of the large number of State University faculty at the full-professor level, the all-ranks weighted average places the faculty in sixth position in 1991-92, down from fourth position in 1986-87. Except for the full professor level, if something near this ranking continues, and assuming parity salary increases will again be awarded sometime in the near future, the State University will continue to be in a competitive position in the years ahead, when many new faculty are expected to be hired in that system.

The relatively strong upward movement in the State University's ranking among its comparison institutions may have been influenced by the fact that its group of comparison institutions were changed last year. The three new institutions in the revised group have a higher salary base and may have experienced greater salary increases than the three institutions that appeared on the former list.

Estimating for non-reporting institutions

In its 1986-87 report, the Commission noted that the State University encountered considerable difficulty in its attempts to obtain reliable data from all its comparison institutions. Several institutions declined to participate with the annual survey, while others were not prepared to supply the data in a timely fashion. After the advisory committee was reconvened in 1986 to discuss this problem, it unanimously approved replacements for those institutions that would not provide data.

Following that meeting, State University officials worked to develop relationships with personnel at the comparison institutions, but it soon became evident that complete current-year data could not be obtained from all of them in November of each year, nor from any other list of institutions that could conceivably be established, because many universities do not make computer runs of their faculty payrolls until after the November deadline required by the current methodology. Because the Department of Finance requests this information by December 5 of each year for consideration in the Governor's Budget, estimates continue to be necessary for those institutions not supplying current-year information.

In its attempts to make the estimates as accurate as possible, State University officials analyzed the differences between the cost-of-living adjustments projected to be given to faculty and those actually distributed to them. This analysis showed that the actual changes in any institution's average salaries increased by only about 95 percent of the projected percentage increase -- a difference caused by changes in staffing patterns at the institutions involved. Accordingly, the State University suggested that when current-year data cannot be obtained, but the projected cost-of-living adjustment is known, this percentage be multiplied by 0.95. Com-

DISPLAY 6 California State University Comparison Institution Salary Data, by Rank, 1986-87

Institution	<u>Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>		<u>Total Faculty</u>	
	No	Average Salary	No	Average Salary	No	Average Salary	No	Average Salary	No	Weighted Average Salary
Institution J	105	\$59,876 (1)	139	\$43,211 (1)	99	\$35,434(1)	18	\$25,759 (8)	361	\$45,055 (2)
Institution N	224	57,689 (2)	242	42,002 (2)	137	31,810(6)	0	0	603	45,514 (1)
Institution Q	388	56,012 (3)	401	41,099 (3)	319	33,254(3)	26	29,783(1)	1,134	43,735 (5)
Institution B	527	53,100 (4)	332	39,400 (4)	196	33,400(2)	13	28,800(4)	1068	44,930 (3)
Institution K	357	52,848 (5)	297	38,198 (6)	242	33,127(4)	14	26,589(6)	910	42,418(6)
Institution P	91	51,399 (6)	125	36,794 (8)	73	29,706(15)	6	25,227(10)	295	39,310 (9)
Institution I	71	51,306 (7)	110	36,519 (11)	89	30,572(10)	49	22,081(17)	319	35,933 (17)
Institution A	460	49,923 (8)	432	38,606 (5)	291	32,067(5)	36	24,491(12)	1,219	40,899(7)
Institution F	262	49,420(9)	250	36,654(10)	165	29,807(12)	35	22,382(16)	712	39,063(10)
The California State University	7,450	49,077(10)	2,627	37,900 (7)	1,417	30,658 (9)	175	26,370 (7)	11,669	43,984(4)
Institution T	257	48,479 (11)	295	35,938(16)	178	31,255(7)	11	28,730(5)	741	39,056(11)
Institution C	82	47,620 (12)	56	36,655(9)	72	28,888(18)	3	29,380(2)	213	38,148(12)
Institution D	121	47,286 (13)	221	36,159(14)	93	29,793(14)	36	24,640(11)	471	36,880(14)
Institution S	287	46,949 (14)	302	36,488(13)	145	30,895(8)	11	22,949(14)	745	39,229(8)
Institution R	114	46,800 (15)	197	36,000(15)	163	30,500(11)	14	25,500(9)	488	36,385(16)
Institution G	148	46,400 (16)	210	36,500(12)	158	29,100(17)	26	29,300(3)	542	36,701(15)
Institution M	117	44,649 (17)	114	35,657(17)	81	29,491(16)	2	24,280(13)	314	37,344(13)
Institution O	169	43,239 (18)	234	32,575(20)	145	27,851(19)	4	22,833(15)	552	34,528(19)
Institution E	92	42,017(19)	102	33,340(19)	84	29,799(13)	18	20,206(18)	296	34,233(20)
Institution L	48	41,109(20)	19	31,513(21)	26	25,855(21)	0	0	93	34,884(18)
Institution H	270	40,200 (21)	211	32,400(18)	212	27,000(20)	0	0	693	33,787(21)
Comparison Institution Totals	4,190	\$49,883	4,289	\$37,417	2,968	\$30,966	322	\$24,997	11,769	\$39,893

Source The California State University, Office of the Chancellor

DISPLAY 7 California State University Comparison Institution Salary Data, by Rank, 1991-92

Institution	<u>Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>		<u>Total Faculty</u>	
	No	Average Salary	No	Average Salary	No	Average Salary	No	Average Salary	No	Weighted Average Salary
Institution J	106	\$78,150 (1)	130	\$59,067 (1)	78	\$49,396 (1)	8	\$34,350(4)	322	\$62,392 (1)
Institution Q	437	76,643 (2)	384	54,272 (2)	324	45,341 (2)	18	45,867 (1)	1,163	60,060 (2)
Institution R	165	72,415 (3)	257	49,228 (7)	167	40,778 (7)	36	32,367 (7)	625	52,120(8)
Institution N	246	71,394 (4)	229	52,028 (4)	147	39,079 (14)	0	0	622	56,627 (4)
Institution P	101	69,840 (5)	113	50,778 (5)	73	41,256 (5)	0	0	287	55,064(5)
Institution B	500	67,856 (6)	297	52,427 (3)	244	42,488 (4)	14	42,215 (2)	1,055	57,307 (3)
Institution I	82	65,148 (7)	120	44,787 (13)	109	39,241 (13)	36	30,035 (14)	347	46,326(15)
Institution G	143	64,300 (8)	219	48,300 (9)	173	39,600 (10)	21	37,500 (3)	556	49,300 (12)
Institution K	447	63,903 (9)	347	45,581 (12)	201	38,264 (16)	13	30,539 (12)	1,008	52,053 (9)
Institution S	270	63,392 (10)	258	48,918 (8)	219	43,399 (3)	3	28,440(16)	750	52,435 (7)
Institution C	87	63,078 (11)	71	46,374 (11)	78	40,117 (8)	2	31,000 (11)	238	50,300 (10)
Institution M	133	60,972 (12)	125	46,454 (10)	101	39,392 (12)	5	31,434 (10)	364	49,593(11)
The California State University	7,254	60,837 (13)	2,258	49,354 (6)	1,943	40,597 (6)	118	32,359 (8)	11,573	54,908(6)
Institution F	238	60,061 (14)	248	43,461 (18)	209	36,910 (19)	34	26,620 (17)	729	46,217 (17)
Institution A	531	59,557 (15)	479	44,646 (15)	358	38,896 (15)	21	32,246 (9)	1,389	48,677 (13)
Institution D	145	58,651 (16)	223	44,672 (14)	131	37,153 (18)	17	30,059 (13)	516	46,210 (18)
Institution L	48	58,514 (17)	21	43,846 (17)	43	36,713 (20)	1	32,820 (5)	113	47,265(14)
Institution E	99	57,448 (18)	110	44,146 (16)	112	39,820 (9)	26	29,950 (15)	347	45,481(20)
Institution T	259	56,605 (19)	294	42,714 (20)	221	39,494 (11)	7	32,747 (6)	781	46,320 (16)
Institution O	181	56,500 (20)	239	42,734 (19)	125	37,467 (17)	0	0	545	46,098(19)
Institution H	293	50,553 (21)	189	39,501 (21)	256	33,749 (21)	0	0	738	41,894(21)
Comparison Institution Totals	4,511	\$64,000	4,353	\$47,329	3,369	\$39,925	262	\$32,675	12,495	\$51,044

Source: The California State University, Office of the Chancellor

plete current-year data for this year's report were obtained for 16 institutions, with estimated 1991-92 cost-of-living adjustments supplied for the remaining four.

Consistent with its methodology, reductions of 0.2 percent for turnover and promotions, and 0.53 percent to reflect an additional appropriation for merit salary adjustments, are included in the calculation. The first is unchanged from last year's cycle, while the second is reduced to 0.53 percent from last year's estimate of 0.54 percent. With these two adjustments, the projected 1992-93 State University parity calculation equals 6.04 percent as shown in Display 8 on page 19.

Conversion factor

As with the University of California, one of the required calculations to derive an average salary figure for each comparison institution is a conversion from eleven-month to nine-month faculty, since all average salaries are based on nine-month contracts. In its annual report on the economic status of the profession, the American Association of University

Professors (AAUP) uses a factor of 0.8182 -- a figure derived by dividing nine by eleven. In some cases, however, institutions use different conversion factors to build their budgets, and these are all specified by the AAUP in footnotes to its report and used to derive average salary figures. In many cases, especially in independent institutions, no published salary schedules or institutional conversion factors exist, since all faculty contracts are negotiated individually in terms of both length of annual service and compensation. In these cases, all conversions used to derive average salaries are artificial, and the AAUP simply applies the 0.8182 factor as a reasonable estimate.

In the State University, as shown in Display 9 on page 20, the actual relationship between eleven-month and nine-month faculty is about 0.87 percent, but for the purposes of the annual salary reports, and reporting to the AAUP, the 0.8182 figure continues to be used for the purposes of assuring analytical consistency with the comparison institutions.

DISPLAY 8 *California State University Faculty Salary Parity Calculations, 1992-93 (Comparison Institution Average Salaries, 1986-87 and 1991-92; Five-Year Compound Rates of Increase; Comparison Institution 1991-92 Projected Salaries, State University 1991-92 Average Salaries, 1992-93 Projected Percentage Salary Deficiency, 1991-92 Staffing Patterns)*

Academic Rank	Comparison Group Weighted by Total 1986-87	Average Salaries Faculty at Each Rank 1991-92	Five-Year Percentage Rate of Change	Comparison Group Projected Salaries 1992-93
Professor	\$49,883	\$64,000	5.110%	\$67,270
Associate Professor	37,417	47,329	4.812	49,606
Assistant Professor	30,986	39,925	5.200	42,001
Instructor	24,997	32,675	5.503	34,473

Academic Rank	California State University Average Salaries 1991-92	Comparison Group Average Salaries		Percentage Increase Required in CSU Salaries to Equal the Comparison Institution Average	
		1991-92	1992-93	1991-92	1992-93
Professor	\$60,837	\$64,000	\$67,270	5.20%	10.57%
Associate Professor	49,354	47,329	49,606	-4.10	0.51
Assistant Professor	40,597	39,925	42,001	-1.66	3.46
Instructor	32,359	32,675	34,473	0.98	6.53

All Ranks Average					
Weighted by State University Staffing	\$54,908	\$56,386	\$59,247	2.69%	7.90%
Weighted by Comparison Institution Staffing	\$50,782	\$51,044	\$53,616	0.52%	5.58%
Mean All Ranks Average and Gross Percentage Amount	\$52,845	\$53,715	\$56,431	1.65%	6.79%

Adjustments					
Turnover and Promotions			-106		0.20%
Merit Award Adjustment			-359		0.53%
Net Parity Salary and Percent			\$55,966		6.04%

Institutional Staffing Patterns	Professor	Associate Professor	Assistant Professor	Instructor	Total
The California State University	7,254	2,258	1,943	118	11,573
Comparison Institutions	4,511	4,353	3,369	262	12,495

Source: Office of the Chancellor, The California State University, reproduced in Appendix F

DISPLAY 9 California State University 1991-92 Salary Schedule for Nine-Month and Eleven-Month Regular Faculty, with Percentage Differences*

Nine-Month Faculty by Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Professor	\$50,532	\$52,932	\$55,488	\$58,176	\$60,960			
Associate Professor	39,984	41,904	43,896	45,996	48,192	\$50,532	\$52,932	\$55,488
Assistant Professor	31,764	33,240	34,824	36,468	38,208	39,984	41,904	43,896
Instructor	29,064	30,348	31,764	33,240	34,824			

Eleven-Month Faculty by Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Professor	\$58,176	\$60,960	\$63,948	\$67,020	\$70,272			
Associate Professor	45,996	48,192	50,532	52,932	55,488	\$58,176	\$60,960	\$63,948
Assistant Professor	36,468	38,208	39,984	41,904	43,896	45,996	48,192	50,532
Instructor	33,240	34,824	36,468	38,208	39,984			

Percentage Difference by Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Overall Average
Professor	86.86%	86.83%	86.77%	86.80%	86.75%	N/A	N/A	N/A	
Associate Professor	86.93	86.95	86.87	86.90	86.85	86.86%	86.83%	86.77%	
Assistant Professor	87.10	87.00	87.09	87.03	87.04	86.93	86.95	86.87	
Instructor	87.44	87.15	87.10	87.00	87.09	N/A	N/A	N/A	
Average	87.08%	86.98%	86.96%	86.93%	86.93%	86.90%	86.89%	86.82%	86.94%

*Add 10 percent to each step for business and engineering faculty

Source Office of the Chancellor, The California State University (Incremental Salary Adjustment computed by the California Postsecondary Education Commission.)

Appendix A

Senate Concurrent Resolution No. 51, 1965 General Session, Relative to Academic Salaries and Welfare Benefits

WHEREAS, The Joint Legislative Budget Committee pursuant to House Resolution No. 250, 1964 First Extraordinary Session, has had prepared and has adopted a report of the Legislative Analyst containing findings and recommendations as to salaries and the general economic welfare, including fringe benefits, of faculty members of the California institutions of higher education; and

WHEREAS, The study of the Joint Legislative Budget Committee found that the reporting of salaries and fringe benefits as it has been made previously to the Legislature has been fragmentary and has lacked necessary consistency, with the result that the Legislature's consideration of the salary requests of the institutions of higher learning has been made unnecessarily difficult; and

WHEREAS, The report recommends that the Legislature and the Governor should receive each December 1 a report from the Coordinating Council for Higher Education, plus such supplementary information as the University of California and the California State Colleges desire to furnish independently, containing comprehensive and consistently reported information as outlined specifically in the report adopted by the Joint Legislative Budget Committee; and

WHEREAS, The reporting recommended by the committee would include essential data on the size and composition of the faculty, the establishment of comprehensive bases for comparing and evaluating faculty salaries, the nature and cost of existing and desired fringe benefits, the nature and extent of total compensation to the faculty, special privileges and benefits, and a description and measurement of supplementary income, all of which affect the welfare of the faculties and involve implications to the state now, therefore, be it

Resolved by the Senate of the State of California, the Assembly thereof concurring, That the Coordinating Council for Higher Education in cooperation with the University of California and the California State Colleges shall submit annually to the Governor and the Legislature not later than December 1 a faculty salary and welfare benefits report containing the basic information recommended in the report of the Joint Legislative Budget Committee as filed with the President of the Senate and the Speaker of the Assembly, under date of March 22, 1965.

Appendix B

NOTE: The following material is readapted from Chapter Two, "The Revised Methodology," of the second edition of *Methods for Calculating Salary and Fringe Benefit Cost Comparisons, 1985-86 to 1994-95: A Revision of the Commission's 1977 Methodology for Preparing Its Annual Reports and Faculty and Administrative Salaries and Fringe Benefit Costs*; Commission Report 85-11; Second Edition February 1988 (Sacramento: California Postsecondary Education Commission, March 1985, pp. 7-16.

The following procedures will be employed by the California Postsecondary Education Commission to develop its annual report on faculty salaries and fringe benefits in California public higher education.

1. Number and timing of reports

One report will be prepared by the Commission each year. That report will contain current-year data from both the University of California's and the California State University's comparison institutions, such data to be submitted by the segments to the Commission, the Department of Finance, and the Legislative Analyst not later than December 5 each year. The segmental submissions are to include total nine- and eleven-month expenditures, and the number of faculty, at each rank specified in Section 4 of this document for each comparison institution. Comparison institutions should be identified only by letter code. Commission staff shall verify the accuracy of the segmental calculations and report the results of its analysis to the Department of Finance and the Office of the Legislative Analyst on December 5, or the first working day following December 5 if the latter falls on a weekend. The Commission shall submit a report on the subject to the Department of Finance and the Joint Legisla-

tive Budget Committee not later than February 15.

2. Principle of parity

The report will indicate needed percentage increases (or decreases) for the forthcoming fiscal year in salaries and fringe benefit costs for University of California and California State University faculty to achieve and maintain parity with comparison institution faculty at the ranks of professor, associate professor, assistant professor, and (at the State University only) instructor. Parity is defined as the mean of all salaries paid by the comparison institutions as a whole at each rank. A separate list of comparison institutions will be used by each of the four-year California segments of higher education.

3. Comparison institutions

University of California

Comparison institutions for the University of California, with independent institutions asterisked (*), will be the following:

Harvard University*
Massachusetts Institute of Technology*
Stanford University*
State University of New York at Buffalo
University of Illinois, Urbana
University of Michigan, Ann Arbor
University of Virginia
Yale University*

The California State University

Comparison institutions for the California State University will be the following for the years 1987-88 through 1996-97.

Northeast

Bucknell University¹

Rutgers the State University of New Jersey,
Newark²

State University of New York, Albany

Tufts University¹

University of Bridgeport ^{1,2}

South

Georgia State University²

North Carolina State University

University of Maryland, Baltimore County

Virginia Polytechnic Institute and State
University

North Central

Cleveland State University²

Loyola University, Chicago^{1,2}

Mankato State University

Wayne State University²

University of Wisconsin, Milwaukee

West

Arizona State University²

Reed College¹

University of Colorado, Denver

University of Nevada, Reno

University of Southern California^{1,2}

University of Texas, Arlington

¹ Independent institution.

² Institution with law school.

Source: California Postsecondary Education Commission.

4. Faculty to be included and excluded

The University of California

Faculty to be included in the comparisons are those at the ranks of professor, associate professor, and assistant professor (the University does not use the rank of instructor) employed on nine- and eleven-month (prorated) appointments, with the exception of faculty in law, the health sciences, summer sessions, extension programs, and laboratory schools, to the extent that these faculty are covered by salary scales or schedules other than those of the regular faculty. Faculty on the special salary schedules

for engineering, computer science, and business administration will be included with the regular faculty.

Faculty members to be included are those assigned to instruction (regardless of their assignments for research and other University purposes), department chairmen (if not on an administrative salary schedule), and faculty on salaried sabbatical leave.

The number of University faculty will be reported on a full-time-equivalent basis.

The California State University

Faculty to be included in the comparisons are those with full-time appointments at the ranks of professor, associate professor, assistant professor, and instructor, employed on nine- and eleven-month (prorated) appointments, department chairmen, and faculty on salaried sabbatical or special leave. Faculty teaching seminar sessions or extension will be excluded.

Funds appropriated for "outstanding professor awards" will be included in the State University's mean salaries.

The number of State University and comparison institution faculty will be reported on a headcount basis.

5. Computation of comparison institution mean salaries

As indicated below, the University and the State University use different methods to compute mean salaries in their respective groups of comparison institutions. The Commission will provide a detailed explanation of these differences in its annual report.

University of California

For the University's comparison group, the mean salary at each rank will be obtained for each comparison institution. The mean salary at each rank for the comparison group as a whole will then be calculated by adding the mean salaries at the eight comparison institutions and dividing by eight.

The California State University

For the State University's comparison group, the total actual salary dollars paid at each rank for the group as a whole will be divided by the number of faculty within the rank at all 20 institutions to derive the mean salary for each rank.

6. Five-year compound rate of salary growth

In order to compute the estimated salaries to be paid by the comparison institutions in the budget year, a five-year compound rate of change in salaries will be computed using actual salary data for the current year and the fifth preceding year.

Each segment will compute the mean salary, by rank, for their respective comparison groups as specified in Section 5 above. Each will then calculate the annual compound rate of growth at each rank between the current year and the fifth year preceding the current year. These rates of change will then be used to project mean salaries for that rank forward one year to the budget year.

In the event that neither current-year staffing nor mean salary data can be obtained from a comparison institution in a timely manner, the staffing pattern and salary expenditure data from the prior year will be used with the expenditures at each rank being incremented by 95 percent of the anticipated current-year salary increase. If current-year staffing data are available, but not current-year salary expenditure data, the staffing data will be used with the prior-year expenditures at each rank being incremented by 100 percent of the anticipated current-year salary increase.

When a comparison institution does not supply both its current-year staffing and salary expenditure data, and when that institution does not anticipate a general faculty salary increase in the current year, the prior-year staffing and expenditure data will be assumed to remain unchanged for the current year.

When current year staffing and salary expenditure data are available, but do not reflect the full extent of planned salary adjustments (e.g., reported data do not include a specified percentage to be granted

after July 1 of a given fiscal year), the salary expenditures at each rank will be adjusted to reflect the full extent of the planned adjustment.

When complete staffing and expenditure data are available for neither the current nor prior years, the most recent year for which complete data are available will be used. In such a case, expenditures at each rank will be incremented by 95 percent of the anticipated salary expenditures increase for each year in which complete data are unavailable.

If the University of California or the California State University are unable to obtain complete current-year staffing and salary expenditure data from all of their respective comparison institutions by December 5 of any year, a supplemental report will be filed with the Commission, the Department of Finance, and the Office of the Legislative Analyst as soon as the data become available, but not later than April 1 of the subsequent calendar year, such update to include all additional data received since December 5. If the comparison institution data remain incomplete as of the April 1 date, a final report will be filed on June 30, or at such earlier time as the University or the State University are able to supply complete data.

7. Fringe benefits

On June 30, 1989, and every fourth year thereafter, the University of California and the California State University shall submit reports on faculty fringe benefits for the preceding fiscal year, such reports to include the following information for their own system and for each comparison institution:

- a. The mean employer and employee contribution for retirement programs; health insurance programs (including medical, dental, vision and any other medical coverage); Social Security; and life, unemployment, workers' compensation, and disability insurance;
- b. The mean contribution needed to fund the "normal costs" of the retirement systems; and
- c. Any further information available, in addition to the cost data, on actual benefits received.

8. All-ranks average salaries

All-ranks mean salaries will be calculated for each segment in the current year, and the comparison institutions' mean salaries in the current and budget years, by using the following procedures.

University of California

Both the University's and its comparison institutions' mean salaries at each rank will be weighted by the University's projected budget-year staffing pattern. The all-ranks mean salaries produced thereby will be compared and percentage differentials computed for both the current and budget years. The percentage differential between the University's current year all-ranks mean salary and the comparison group's projected budget year all-ranks mean salary will constitute the percentage amount by which University salaries will have to be increased (or decreased) to achieve parity with the comparison group in the budget year.

The California State University

Both the State University's and its comparison institutions' current-year staffing patterns will be employed. The rank-by-rank mean salaries will be separately weighted by the respective staffing patterns for both the current and budget years so that two sets of all-ranks mean salaries will be derived. The two all-ranks mean salaries for the State University in the current year (the first weighted by the State University's staffing pattern and the second by the comparison group's staffing pattern) will be added together and divided by two to produce the overall mean. Similarly, the current and budget-year all-ranks mean salaries for the comparison institutions will be added and divided by two to produce overall means for both the current and budget years. The State University's current-year all-ranks mean salary will then be compared to the current and budget-year comparison institution all-ranks mean salary to produce both current and budget-year parity percentages. The percentage differential between the State University's current-year all-ranks mean salary and the comparison group's projected budget-year all-ranks mean salary will constitute the "Gross Percentage Amount" by which State University salaries will need to be

increased or decreased to achieve parity with the comparison group in the budget year.

The comparison institutions must exclude salaries paid to law faculty when submitting their data.

The "Gross Percentage Amount" will be reduced by applying two adjustments:

- First, two-tenths of one percent (0.2 percent) will be deducted to account for the effect of turnover and promotions in the budget year.
- Second, an additional percentage amount, to account for the effect of unallocated merit salary awards, shall be deducted when applicable. The amount to be deducted shall be mutually agreed to by Commission staff and the Chancellor's Office of the State University.

9. Administrative, medical, and community college salaries

Administrative salaries

In its annual faculty salary report, the Commission will report the salaries paid to selected central-office and campus-based administrators at the University and the State University. The Commission shall also include data on comparable campus-based positions from both the University's and the State University's respective comparison institutions. The University and State University will use the same group of comparison institutions as for their faculty surveys.

The campus-based administrative positions to be surveyed shall include those listed in Display 1.

In addition to these campus-based positions for which the national survey shall be conducted, the University and the State University shall also report the salaries paid to all central office personnel with the position titles listed in Display 2.

Medical faculty salaries

The Commission will include data on comparative salaries and compensation plans for the University of California and a select group of comparison institutions on a biennial basis commencing with the 1985-86 academic year. Comparison institutions to

DISPLAY 1 *Campus-Based Administrative Positions for Which Current-Year Salaries at the University of California, the California State University, and Their Respective Comparison Institutions Are to Be Reported in the Commission's Annual Administrators' Salary Survey*

University of California	The California State University
1. Chief Executive Officer/Single Institution	1 Chief Executive Officer/Single Institution
2. Chief Academic Officer	2 Chief Academic Officer
3. Chief Business Officer	3. Chief Business Officer
4. Director of Personnel/Human Resources	4. Director of Personnel/Human Resources
5. Chief Budget Officer	5. Chief Budget Officer
6. Director of Library Services	6. Director of Library Services
7. Director of Computer Services	7. Director of Computer Services
8. Director of Physical Plant	8. Director of Physical Plant
9. Director of Campus Security	9. Director of Campus Security
10. Director of Information Systems	10. Director of Information Systems
11. Director of Student Financial Aid	11. Director of Student Financial Aid
12. Director of Athletics	12. Director of Athletics
13. Dean of Agriculture	13. Dean of Agriculture
14. Dean of Arts and Sciences	14. Dean of Arts and Sciences
15. Dean of Business	15. Dean of Business
16. Dean of Education	16. Dean of Education
17. Dean of Engineering	17. Dean of Engineering
18. Dean of the Graduate Division	18. Dean of the Graduate Division

DISPLAY 2 *Central-Office Administrative Positions for Which Current-Year Salaries Are to Be Reported in the Commission's Annual Administrators' Salary Survey*

University of California	The California State University
1. President	1 Chancellor
2. Senior Vice President	2. Provost-Vice Chancellor or Executive Vice Chancellor
3. Vice President	3. Deputy Provost
4. Associate Vice President	4. Vice Chancellor
5. Assistant Vice President	5 Associate Vice Chancellor
6. General Counsel of the Regents	6. Assistant Vice Chancellor
7. Deputy General Counsel of the Regents	7. General Counsel
8. Treasurer of the Regents	8. Associate General Counsel
9. Associate Treasurer of the Regents	9. Director of Governmental Affairs
10. Secretary of the Regents	10 Auditor
11. Director of State Governmental Relations	
12. Auditor	

be surveyed will be Stanford University, the University of Chicago, the University of Illinois, the University of Michigan, the University of North Carolina, the University of Texas at Houston, the University of Wisconsin, and Yale University. Disciplines to be surveyed will be internal medicine, pediatrics, and surgery, which, taken together, will be considered representative of the medical profession as a whole.

Community college faculty salaries

In its annual report on faculty salaries, the Commission shall include such comments as it considers appropriate to satisfy the recommendation of the Legislative Analyst contained in the Analysis of the Budget Bill, 1979-80. Comments shall be directed to, but need not be limited by, the contents of the Annual Report on Staffing and Salaries of the Community Colleges' Chancellery.

10. Supplementary information

Supplementary information shall be supplied annually by both the University of California and the California State University. The University of California shall continue to submit its "Annual Academic Personnel Statistical Report." The California State University shall submit a report to the Commission on faculty demographics, promotions and separations, origins and destinations, and related data. Both the University and the State University will submit their supplemental reports not later than April 1.

11. Criteria for the selection of comparison institutions

University of California

The following four criteria will be used to select comparison institutions for the University:

1. Each institution should be an eminent major university offering a broad spectrum of undergraduate, graduate (Master's and Ph.D.), and professional instruction, and with a faculty responsible for research as well as teaching.

- 2 Each institution should be one with which the University is in significant and continuing competition in the recruitment and retention of faculty.
3. Each institution should be one from which it is possible to collect salary and benefit cost data on a timely, voluntary, and regular basis. (Not all institutions are willing to provide their salary and benefit cost data, especially in the detail required for comparison purposes.)
- 4 The comparison group should be composed of both public and private institutions.

In selecting these institutions, stability over time in the composition of the comparison group is important to enable the development of faculty salary market perspective, time-series analysis, and the contacts necessary for gathering required data.

The California State University

The following five criteria will be used to select comparison institutions for the California State University.

- 1 *General comparability of institutions:* Comparison institutions should reflect the mission, functions, purposes, objectives, and institutional diversity of the California State University system. Faculty expectations at the comparison institutions, in terms of pay, benefits, workload, and professional responsibilities, should be relatively similar to those prevailing at the California State University. To those ends, State University comparison institutions should include those that offer a wide variety of programs at both the undergraduate and graduate levels but that grant very few if any doctoral degrees. Specifically, the 20 institutions that awarded the largest number of doctoral degrees during the ten-year period between 1973-74 and 1983-84 should be excluded. Although several of the comparison institutions may have professional law schools, salary data for law faculty must be omitted when data are provided. The list should include both large and small, and urban and rural institutions from each of the four major regions of the country (Northeast, North Central, South, and West). Approximately one-fourth to one-third of the institutions on the list should be

private or independent colleges and universities, and none of these institutions should be staffed predominantly with religious faculty.

2. *Economic comparability of institutional location:* The comparison group, taken as a whole, should reflect a general comparability in living costs and economic welfare to conditions prevailing in California. Consequently, institutions located in very high cost areas, such as New York City, or in severely economically depressed areas, should not be included on the list. In order to ensure a continuing economic comparability between California and those regions in which comparison institutions are located, the Commission will periodically review such economic

indicators as it considers appropriate and include the results of its surveys in its annual report on faculty salaries and fringe benefit costs.

3. *Availability of data:* Each institution should be one from which it is possible to collect salary and benefit cost data on a timely, voluntary, and regular basis. (Not all institutions are willing to provide their salary and benefit cost data, especially in the detail required for comparison purposes.)
4. *University of California comparison institutions.* The California State University's comparison group should not include any institution used by the University of California for its comparison group.

Appendix C

House Resolution No. 250, 1964 First Extraordinary Session, Relative to the Economic Welfare of the Faculties of the California Public institutions of Higher Education

WHEREAS, The Master Plan for Public Higher Education strongly recommended that every effort be made to ensure that the institutions of higher education in California maintain or improve their position in the intense competition for the highest quality of faculty members; and

WHEREAS, The Coordinating Council for Higher Education in its annual report to the Governor and the Legislature regarding level of support for the California State Colleges and the University of California recommended that funds should be provided to permit at least an additional 5 percent increase in academic salaries for the California State Colleges and the University of California; and

WHEREAS, The Trustees of the California State Colleges in their annual report to the Legislature declared that the California State Colleges are falling far behind in the face of this competition and that by 1964-65 faculty salaries will be lagging 14 to 18 percent behind those of comparable institutions; and

WHEREAS, Greatly increasing enrollments in institutions of higher education in California during the next decade will cause a demand for qualified faculty members which cannot possibly be met unless such institutions have a recruitment climate which will compare favorably with other colleges, universities, and business institutions, industry, and other levels of government; and

WHEREAS, California has achieved an enviable momentum in business and industrial development, a momentum now threatened by lagging faculty salaries so that failure to maintain adequate salary scales for faculty members in California institutions of higher education would be false economy; and

WHEREAS, There have been widespread reports from the State College and University campuses that higher salaries elsewhere are attracting some of the best faculty members from the California institutions of higher education, and if such academic emigration gains momentum because of inadequate salaries, the effect will disrupt the educational processes and result in slower economic growth, followed by lower tax revenues; and

WHEREAS, The Legislature has a continuing interest in the difficult and pressing problems faced by the California institutions of higher education in attracting and maintaining outstanding faculty members in a period of stiff competition and rapid growth; and

WHEREAS, The State's investment in superior teaching talent has been reflected in California's phenomenal economic growth and has shown California taxpayers to be the wisest of public investors, but unless the superiority in faculty quality is maintained, the contributions by the California institutions of higher education to the continued

economic and cultural development of California may be seriously threatened, now, therefore, be it

Resolved by Assembly of the State of California, That the Assembly Committee on Rules is directed to request the Joint Legislative Budget Committee to study the subject of salaries and the general economic welfare, including fringe benefits, of faculty members of the California institutions of higher education, and ways and means of improving such salaries and benefits in order that such California institutions of higher education may be able to compete for the talent necessary to provide the highest quality of education, and to request such committee to report its findings and recommendations to the Legislature not later than the fifth legislative day of the 1965 Regular Session.

Appendix D

**A RECOMMENDED METHOD FOR REPORTING TO THE LEGISLATURE
ON FACULTY SALARIES AND OTHER BENEFITS
AT THE UNIVERSITY OF CALIFORNIA AND
THE CALIFORNIA STATE COLLEGES**

(Pursuant to HR 250, 1964 First Extraordinary Session)

Prepared by the
**Office of the Legislative Analyst
State of California**

January 4, 1965

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INTRODUCTION

The purpose of this staff report is to recommend a method for reporting to the Legislature on salaries, fringe benefits and other special economic benefits for faculties of the University of California and the California State Colleges. This report has been prepared by the Joint Legislative Budget Committee in response to House Resolution 250 (1964 First Extraordinary Session, Appendix 1)¹ which resolved:

"That the Assembly Committee on Rules is directed to request the Joint Legislative Budget Committee to study the subject of salaries and the general economic welfare, including fringe benefits, of faculty members of the California institutions of higher education, and ways and means of improving such salaries and benefits in order that such California institutions of higher education may be able to compete for the talent necessary to provide the highest quality of education, and to request such committee to report its findings and recommendations to the Legislature not later than the fifth legislative day of the 1965 Regular Session."

Staff of the Joint Legislative Budget Committee initiated its study by seeking information which would reflect the magnitude of California's long-range and immediate problems regarding the need to recruit and retain an adequate number of high quality faculty. While reviewing past reports presented to the Legislature as justification for salary increase recommendations by the Coordinating Council for Higher Education, the University of California and the California State Colleges, it became apparent that the first step in trying to improve faculty salaries and other benefits is to furnish the Legislature with comprehensive and consistent data which identify the nature and level of competitive benefits. The costs associated with recommendations, rated according to priority, should be included in proposals by the segments in order to aid the Legislature in determining how much to appropriate and the benefits which an appropriation will buy.

There has existed in the past a difference between what the institutions have recommended as the need for salary and benefit increases and what has finally been appropriated by the Legislature. There are two principal reasons for this difference which at times may be closely related: (1) The Legislature may disagree with what is proposed as to need, or (2) there may not be enough funds to meet the need because of higher priorities in other areas of the budget.

These needs are very complex and, for example, include such factors as:

1. Disagreement with conclusions drawn from data submitted in justification of recommendations;
2. Lack of confidence in the quantity, quality, or type of data;

¹ Appendices deleted.

3. The failure of advocates to make points which are concise and clearly understandable;
4. The submission of conflicting data by legislative staff or the Department of Finance.

After careful consideration, it was determined that a special report should be made to the Budget Committee containing recommendations as to the kind of data the Legislature should be furnished for the purpose of considering salary and other benefit increases.

On August 5, 1964 a letter (Appendix 2) was sent from the Legislative Analyst to the Coordinating Council for Higher Education, the University of California, the California State Colleges, the Department of Finance and various faculty organizations informing them that the Joint Legislative Budget Committee was planning to hold a public hearing in connection with HR 250 and asking for replies to a series of questions designed to gather background information about salary and fringe benefits data (Appendix 3. Copies of Replies Received). The primary purpose of the hearing was to provide the University of California, the California State Colleges and interested groups the opportunity to indicate the basis on which salary and fringe benefits should be reported to the Legislature, including the kind of data to be compiled and who should compile and publish it (Appendix 4. Copies of Prepared Testimony Filed with the Joint Legislative Budget Committee at the October 15, 1964 Hearing). The contents of most of the prepared statements discussed problems and in some instances recommendations relating to faculty salaries and other benefits rather than the primary purpose of the hearing, but the testimony did serve to identify areas of concern. The hearing also established legislative interest in the subjects of faculty workload and sources of supplementary income.

The review of past faculty salary reports, the replies to the Legislative Analyst's letter of August 5, 1964, the oral and prepared statements received at the October 15, 1964 hearing of the Joint Legislative Budget Committee and other sources have revealed significant findings and permitted the development of recommendations concerning the type of information and method of presentation that should be included in future faculty salary reports prepared for the Legislature.

BACKGROUND

Current procedures for review of faculty salary and other benefit increase proposals, starting with the presentation of recommendations by state colleges and University of California administrative officials to their respective governing boards, appear generally to be adequate, with minor reservations. The State College Trustees and the Regents of the University of California generally formulate their own proposals in December and forward them to the State Depart-

ment of Finance for budget consideration. Concurrently the Coordinating Council for Higher Education also makes a report with recommendations which is made available to the State Department of Finance. The Governor and the Department of Finance consider these salary increase proposals in relation to the availability of funds and their own analysis of faculty salary needs and decide how much of an increase, if any, to include in the Governor's Budget. The Legislative Analyst in the *Analysis of the Budget Bill* provides analysis and recommendations as to the Governor's budget proposal.

When appropriate legislative committees hear the budget request for faculty salary increases they may be confronted with several recommendations from various sources. Their first responsibility is to consider the Governor's recommendations in the Budget Bill. However, the University and the California State Colleges generally request the opportunity to present their own recommendations, which frequently differ from the Governor's proposal. Also, the Coordinating Council for Higher Education presents its recommendations. Various faculty organizations may desire to make independent proposals. The Legislature has been cooperative in providing all interested parties the opportunity to present their views, but these presentations have been marked by extreme variations in recommendations and in the data which support the requests.

WHO SHOULD PREPARE FACULTY SALARY REPORTS

There appears to be some difference of opinion concerning the purpose of faculty salary reports and recommendations prepared by the Coordinating Council for Higher Education. The University of California and the California State Colleges contend that they should make direct recommendations to the Governor and the Legislature and that Coordinating Council recommendations should be regarded as independent comments. Conversely, the Department of Finance and the Coordinating Council for Higher Education believe that salary reports and recommendations of the Coordinating Council should be the primary report submitted to the Department of Finance and the Governor to consider in preparing budget recommendations. The Department of Finance states that such a report should be regarded as similar in status to the annual salary report relating to civil service salaries prepared by the State Personnel Board for the Governor and the Legislature. It is our opinion that the Legislature should give specific and primary consideration to the recommendations in the Governor's Budget and to the annual faculty salary report of the Coordinating Council for Higher Education. However, any separate recommendations of the University of California and the California State Colleges should also be considered.

WHAT FACULTY SALARY REPORTS SHOULD CONTAIN

We do not believe that reporting required of the University, the California State Colleges, and the Coordinating Council for Higher Education should limit the right of these agencies to emphasize specific points in supporting their own recommendations. However, the Legislature should take steps to establish a consistent basis upon which it will receive comprehensive information about faculty salaries, other benefits, and related subjects from year to year. After careful consideration of the statistical and other grounds presented in support of salary and other benefit increase proposals in the past, we recommend that basic data be included in faculty salary reports to the Legislature in a consistent form in the following areas:

- A. Faculty Data
- B. Salary Data
- C. Fringe Benefits
- D. Total Compensation
- E. Special Privileges and Benefits
- F. Supplementary Income

Since it is necessary for staff of the executive and legislative branches of government to analyze recommendations prior to the commencement of a legislative session, all reports and recommendations should be completed by December 1 of each year.

A. Faculty Data

1. Findings

- a. Informative data about the size, composition, retention, and recruitment of California State College faculty has been presented to the Legislature from time to time, but usually it has been so selective that it lacks objectivity and has been inconsistent from year to year.
- b. Superior faculty performance has not been demonstrated as a reason to justify past requests for superior salaries.

2. Recommendations

The following data should be compiled and presented annually on a consistent basis. Definitions of what constitutes faculty are left to the discretion of the University and the state colleges but should be clearly defined in any report. Additional data may be included in any given year to emphasize special problems, but such data should supplement not replace the basic information recommended below. Graphs should be used when practical, accompanied by supporting tables in an appendix. Recommended faculty data includes:

- a. The number of faculty, by rank and the increase over the previous five years to reflect institutional growth.
- b. Current faculty composition expressed in meaningful terms, including but not limited to the percentage of the faculty who have PhD's.
- c. Student-faculty ratios as a means of expressing performance.
- d. Data relating to all new full-time faculty for the current academic year including the number hired, source of employment, their rank and highest degree held. Existing vacancies should also be noted. Pertinent historical trends in these data should be analyzed. We do not believe that subjective and incomplete data estimating reasons for turning down offers, such as has been presented in the past, serves any useful purpose.
- e. Faculty turnover rates comparing the number of separations to total faculty according to the following suggested categories; death or retirement, to research or graduate work, intra-institutional transfers, other college or University teaching, business and government, other.

3. Comments

The first three recommendations above are designed to reflect faculty size, composition, rate of growth, and workload. The inclusion of constant data from year to year will facilitate trend analysis as it relates to the institutions involved and, when possible, to comparable institutions. The purpose of including data on new faculty and faculty turnover is to provide a quantitative base for discussions of problems relating to faculty recruitment and retention. It may also be beneficial to include some basic statistics about the available supply of faculty to see what proportion of the market, new PhD's for example, California institutions hire every year.

8. Salary Data

1. Findings

- a. The University for several years has exchanged salary data to provide a consistent comparison with a special group of five "eminent" universities, as well as with a group of nine public universities. Conversely, the California State Colleges have not yet established a list of comparable institutions which is acceptable to them.
- b. Both the University of California and the Coordinating Council for Higher Education maintain that salary comparisons to appro-

priate institutions is the best single method of determining salary needs.

- c. The University of California places less significance on salary comparisons with non-academic employment than the Coordinating Council on Higher Education and the California State Colleges.
- d. Salary increases have been proposed on the basis of differentials between total compensation (salaries plus fringe benefits) in comparable institutions.
- e. Both the University and the California State Colleges have tended to relate the size of proposed salary increases to how much of an increase would be necessary to return to a specific competitive position which existed in 1957-58 and which was unusually advantageous.
- f. Salary comparisons have frequently been made to various levels of teaching including elementary, high school, and junior college salaries.
- g. Methods of salary comparisons with other institutions have varied from year to year in reports prepared by the state colleges.

2. Recommendations

- a. We recommend that proposed faculty salary increases distinguish between: (1) increases necessary to maintain the current competitive position and (2) increases to improve the current competitive position.

(1) Proposed increases to maintain the existing competitive position should be equivalent to a projection of the average salary relationship between the University, or state colleges, and comparable institutions during the current fiscal year to the next fiscal year. We recommend that this projection be based on a projection of actual salary increases by rank in comparable institutions during the past five years, permitting statistical adjustments for unusual circumstances. Thus the proposed increase to maintain the existing competitive position would, in effect, be equal to the average of annual salary increases in comparable institutions during the past five years. A record of the accuracy of projections should be maintained in an appendix.

(2) Recommendations to improve the current competitive positions should be related to the additional advantages to be derived.

- b. It is also recommended that the California State College Trustees select a list of com-

comparable institutions within the next year and that agreements be negotiated to exchange salary data in a form which will facilitate comparisons. A list of the criteria used to select comparable institutions, plus characteristics of the institutions selected, should be included in next year's report.

- c. Specific proposals for salary increases should be accompanied by comparisons of current salary amounts and historic trends to comparable institutions. The following general principles are considered to be important:

- (1) Salary data should be separated from fringe benefit and special benefit data for purposes of reporting salary comparisons.
- (2) A consistent form should be used from year to year to present salary data. A suggested form might be to illustrate a five-year historic trend in average salaries by using a line graph for each rank. An alternative might be a table which simply shows where California ranked among comparable institutions during the past five years.

The current salary position might best be illustrated by showing a list of average salaries of the California institutions and the other comparable institutions from the highest to the lowest average, by rank, for the last actual and current years. This will show the relative position of the California institution for the last actual and current years, as well as the range of averages. Frequency distributions of faculty by rank or professor should be incorporated in an appendix and any significant limitations in the use of averages between those particular institutions in a given year should be noted. For example, an unusual proportion of faculty in the high ranks or the low ranks would affect the comparability of the arithmetic means.

- (3) Special data to illustrate a particular problem in any given year would be appropriate as long as it supplements, rather than replaces, basic salary data.

- d. Finally, it is recommended that salary data be reported in a form by rank which compensates for differences in faculty distributions.

C. Fringe Benefits

1. Findings

- a. The definition of fringe benefits generally includes benefits available to all faculty that have a dollar cost to the employer. Benefits

and services in kind are considered to be fringe benefits only if a cash payment option is available. Retirement and health insurance, by definition, are the only two programs considered as fringe benefits by the University of California and the California State Colleges.

- b. Comparisons of fringe benefits, when comparisons have been made at all, have generally been limited to the dollar contribution by the employer and have not included any analysis of the quality of the benefits to the employee.

2. Recommendations

- a. It is recommended that fringe benefit comparisons of type of benefit be included in faculty salary reports, but compared separately from salaries. Such comparisons should include an analysis of the quality of the benefits as well as the dollar cost to the employer.
- b. Proposals to increase specific fringe benefits should be made separately from salaries, including separate cost estimates.

3. Comments

Separate proposals for increases in salaries and fringe benefits should be made to minimize misunderstanding about competitive positions. For example, information submitted to the 1963 Legislature by the University of California, in support of a proposed salary increase for 1963-64, compared total compensation data (salaries plus fringe benefits) rather than salaries alone. This report stated in part: "In comparing salaries, fringe benefits must be taken into account. Salary comparisons between the University and other institutions based on salary alone look far more favorable than comparisons of salaries plus benefits." The least favorable comparison was with fringe benefits, not salaries, thus the report recommended a salary increase largely on the basis of a difference in fringe benefits. Although it is felt that comparisons of total compensation are appropriate inclusions in a faculty salary report, such data should only be in addition to rather than in place of separate analyses of the current competitive position in salaries and fringe benefits.

D. Total Compensation

1. Findings

- a. Total compensation data consists of average salaries plus a dollar amount representing the employer's cost of fringe benefits.
- b. The Coordinating Council for Higher Education, the University of California and the California State Colleges have in the past all

used total compensation data prepared and published by the American Association of University Professors in their respective faculty salary reports.

2. Recommendations

We recommend that total compensation data, as reported by the American Association of University Professors, be included in faculty salary reports as a supplement to separate salary and fringe benefit information.

E. Special Privileges and Benefits

1. Findings

There are other faculty privileges and economic benefits which are not classified as fringe benefits because they may not be available to all faculty or fit the definition of a fringe benefit in some other respect. Examples at the University of California include up to one-half the cost of moving expenses, vacations for 11-month appointees, the waiving of nonresident tuition for faculty children, sabbatical leaves with pay, and other special and sick leaves with or without pay.

2. Recommendations

It is recommended that a list of special privileges and benefits be defined and summaries of related policies be included in a special section in future faculty salary reports so that the Legislature will be aware of what these privileges and benefits include.

3. Comments

The expansion or establishment of some of these special privileges and benefits could improve recruiting success more than the expenditure of comparable amounts in salaries. For example, moving expenses are not currently offered by the state colleges but some allowance might make the difference of whether a young candidate from the East could accept an appointment. If this type of benefit is proposed, it must include adequate controls.

F. Supplementary Income

1. Findings

a. The multiple loyalties created by permitting faculty to supplement their salaries by earning extra income from various sources within and outside his college or University is recognized as a problem common to institutions of higher education throughout the United States.

b. There apparently are proportionately more private consulting opportunities in Califor-

nia than in other areas of the nation. For example, 51 percent of the federal research defense contracts were concentrated in California during 1963-64.

c. The University of California has general policies designed to insure that outside activities do not interfere with University responsibilities. If outside activities interfere with University responsibilities, the faculty member generally must take a leave of absence without pay until such outside activities are completed. These and other related University policies were praised in a 1956 Carnegie-financed study titled *University Faculty Compensation Policies and Practices*.

d. The Coordinating Council for Higher Education submitted excerpts from nationwide studies relating to the magnitude of outside activities. We have no way of determining how the data may relate to California, but if the figures are reasonable, then it appears that probably a large percentage of faculty have at least one source of extra income. Sources of income were reported are follows:

Source	Percent of faculty earning additional income from source
Lecturing	31%
General writing	23
Summer and extension teaching	20
Government consulting	15
Textbook writing	18
Private consulting	12
Public service and foundation administration	9
Other professional activities	13

Source: *University Faculty Compensation Policies and Practices* by the U. S. Association of American Universities, University of Illinois Press, Urbana, 1956.

e. The United State Office of Education has just completed a nationwide sample survey of outside earnings of college faculty for 1961-62. Although data has not been published yet, special permission has been received to report the following results which are quoted from a letter sent to the Legislative Analyst on December 3, 1964 from the staff of the California State College Trustees:

OUTSIDE EARNINGS OF TEACHING FACULTY ON ACADEMIC YEAR CONTRACTS (9-10 MONTHS)

The U. S. Office of Education has just completed a nationwide survey of outside earnings by a sampling of all college faculty nationwide for 1961-62. The results are as follows:

	Percent	Average earnings
All with outside -----	74	\$2,200
Summer teaching	44	1,300
Other summer employ----	11	1,300
Other teaching	12	900
Royalties	5	1,200
Speeches	0	200
Consultant fees	12	1,400
Retirement (individuals who have retired who teach elsewhere after retiring) -----	1	3,400
Research	7	1,300
Other professional -----	10	1,300
Non-professional earnings	9	1,700

The highest average earnings by teaching field and the percentage with outside earnings are:

	Percent	Average earnings
Law (which we do not have) -----	75	\$3,300
Engineering	53	3,200
Business and Commer---	73	2,900
Physical Sciences	80	2,000
Agriculture	71	2,900
Psychology	65	2,700

In light of the Joint Committee discussion you might be interested in the following:

	Percent	Average earnings
Social Sciences	74	\$1,900
Fine Arts	74	1,600
Philosophy	74	1,500
Religion and Theology	75	1,500

2. Recommendations

- We recommend that the Coordinating Council for Higher Education, the University of California and the California State Colleges cooperate in determining the extent to which faculty members participate in extra activities to supplement their nine-month salaries including information as to when extra activities are usually performed (such as vacations, etc.). Such activities would include, but not be limited to, lecturing, general writing, summer and extension teaching, government consulting, textbook writing, private consulting, public service and foundation consulting, and other professional activities. If such a study suggests that the magnitude of these activities is such that the performance of normal University and state college responsibilities are perhaps being adversely affected, then consideration should be given

to the possibility of maintaining more complete and meaningful records. Such records would aid administrative officials and academic senates when reviewing recommendations for promotions and salary increases and provide summary data for reporting to the Legislature on these significant faculty welfare items. Next year's faculty salary report of the Coordinating Council for Higher Education should incorporate the results of this study.

- We also recommend that existing state college policies and enforcement practices regarding extra employment be reviewed and updated.
- Finally, it is recommended that faculty salary reports keep the Legislature informed about policies and practices relating to extra employment.

3. Comments

In our opinion, it would seem that any extra employment would affect the quality of performance of University responsibilities since faculty surveys indicate that the average faculty workweek is 54 hours. The time spent on activities for extra compensation (except during the summer) would be on top of what the faculty has defined as their average workweek. Because, in some instances, it is difficult to determine whether a given income-producing activity, such as writing a book, is considered a normal University responsibility or an extra activity, distinctions between normal and extra activities need to be more clearly defined.

Much of the outside compensation received by faculty comes in the form of grants made directly to the faculty member rather than through the University or colleges. There is no regular reporting of these grants or the personal compensation which they provide to faculty, and the colleges and University do not consider the reporting of such income to be feasible. It may be desirable to encourage the Congress to direct that greater number of grants made by United States agencies for research be made directly to academic institutions.

Appendix E

UNIVERSITY OF CALIFORNIA
Office of the President
January, 1991

IMPLEMENTING GUIDELINES FOR REAPPOINTMENT UNDER THE VOLUNTARY EARLY RETIREMENT INCENTIVE PROGRAM (VERIP)

1. An employee who voluntarily elects to participate in VERIP must agree not to accept reappointment to any position that would require membership in the University of California Retirement Plan (UCRP) for a minimum of five years following the date of retirement.
2. For business necessity, an individual who has retired under VERIP may be reappointed for a limited period of time to a position which does not require membership in UCRP. Subject to approval by the Chancellor or Laboratory Director, the hiring department shall submit a written justification explaining the need for the individual's services based on business necessity. The percentage of appointment may not exceed 49 percent averaged over a consecutive twelve month period. Unless an exception is granted by the Chancellor or Laboratory Director, the salary of a reappointed employee is limited to 85 percent of the salary before retirement, prorated by the percentage of appointment. The percentage, duration, and salary of such appointment are to be specified in a written agreement between the University and the individual made pursuant to these guidelines.
3. There is no promise or expectation that any such appointment described in paragraph 2., above, will be renewed or extended. Any reappointment or extension beyond the initial twelve month period shall be approved by the Chancellor and shall be in accordance with applicable personnel policy, labor agreement, and UCRP provisions to ensure that the extended position is not eligible for UCRP membership. The authority to approve a reappointment or extension beyond twelve months shall not be redelegated.
4. Positions which may be offered to VERIP participants and which comply with paragraph two, above, are the following:

a. QUALIFIED ACADEMIC SENATE FACULTY

Upon approval of the Chancellor or Laboratory Director, a member of the Academic Senate who has retired under VERIP may be offered reappointment, at the sole discretion of the University, under the following conditions. When qualified Academic Senate faculty are recalled to active service on post-retirement appointments in accordance with Academic Personnel Manual Section 200-22, the range and scope of duties must be specified in writing. Appropriate space and resources will be made available to support the

IMPLEMENTING GUIDELINES FOR REAPPOINTMENT UNDER THE
VOLUNTARY EARLY RETIREMENT INCENTIVE PROGRAM (VERIP)
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assigned duties. The initial appointment date is to be no earlier than August 1, 1991. In the case of health sciences compensation plan faculty recalled following VERIP retirement, the Chancellor is delegated authority to permit an exception to the health sciences compensation plans -- which require a minimum 50 percent appointment -- to permit faculty to continue participation in the plans at appointments of less than 50 percent time. For the good of the University, the Chancellor may approve exceptions permitting a reappointment or extension beyond the initial twelve month period in accordance with paragraph three, above.

Unless an exception is made by the Chancellor, compensation is determined by the following principles and formulas.

(1) Recall for Teaching Only

Faculty will normally be paid on a per course basis with the following scale to be used as a guideline. In setting compensation, Chancellors may take into account the exceptional nature of some forms of instruction, for example, courses which are unusual in enrollment, in hours of class meeting, in format, or which involve supervising a number of TAs. Recognizing that instructional activities encompass more than classroom teaching, the Chancellor may also take into account instructional responsibilities other than regularly scheduled courses. Total compensation paid must be consistent with restrictions in paragraph 2., above.

Base salary at Retirement*	Stipend Per Regular Quarter Course**
less than \$60,000	\$5000
\$60,000 - \$65,000	5200
65,000 - 70,000	5600
70,000 - 75,000	6000
75,000 - 80,000	6500
80,000 - 85,000	6900
85,000 - 90,000	7300
more than \$90,000	7500

*fiscal-year salaries should be converted to the academic-year-equivalent salary

**subject to range adjustment; stipend per regular semester course is 1.5 times these amounts

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VOLUNTARY EARLY RETIREMENT INCENTIVE PROGRAM (VERIP)
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(2) Recall for Research Only

A Professional Research appointment is used when the recall is for the purpose of research only. Total compensation paid must be consistent with restrictions in paragraph 2., above.

(3) Recall for Service Only

A stipend may be paid on occasion for special University service, such as chairing a Presidential Task Force or serving as ombudsperson. A By Agreement salary arrangement is used when the recall is for service only and may not exceed the equivalent of the salary described in paragraph 2., above.

In addition, total compensation for recall for any single activity or combination of activities described in paragraphs (1) through (3) above may not exceed the equivalent of the salary described in paragraph 2., above.

**b. STAFF AND ACADEMIC EMPLOYEES OTHER THAN QUALIFIED
ACADEMIC SENATE FACULTY**

(1) **Eligible staff employees, including staff employees in all personnel programs and those covered by collective bargaining agreements.** Upon approval of the Chancellor or Laboratory Director, a staff employee who has retired under VERIP may be offered reappointment, at the sole discretion of the University, to a casual or contract position under the conditions described in paragraphs one, two, and three, above, and this section. The initial appointment date shall be no earlier than August 1, 1991 for staff employees at the campuses and at Lawrence Berkeley Laboratory, and no earlier than February 1, 1991 for staff employees at Lawrence Livermore and Los Alamos National Laboratories. Any such casual or contract position shall not exceed 49 percent time averaged over a consecutive twelve month period.

(2) **Eligible academic appointees other than Qualified Academic Senate Faculty, including those covered by collective bargaining agreements.** Upon approval of the Chancellor, an employee with an academic title, other than a member of the Academic Senate, who has retired under VERIP may be offered reappointment, at the sole discretion of the University, under the conditions described

**IMPLEMENTING GUIDELINES FOR REAPPOINTMENT UNDER THE
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in paragraphs one, two, and three, above, and this section. The initial appointment date shall be no earlier than August 1, 1991. Any such position shall not exceed 49 percent time averaged over a consecutive twelve month period.

5. Any arrangement, including an independent contractor, leasing, or consulting arrangement, which results in an individual who has retired under VERIP returning to substantially the same position as held before retirement is subject to the conditions in these guidelines.
6. An individual who is reappointed following retirement under VERIP shall continue to receive annuitant medical benefits if he or she qualifies for them as an annuitant.
7. Participation in VERIP precludes participation in any other University-sponsored retirement incentive program.

**UNIVERSITY OF CALIFORNIA
VERIP OUTCOMES BY FIELD
Tenured Ladder & Equivalent Rank Faculty**

Life Sciences			Social Sciences	
Eligibles	222		Eligibles	227
Takers	69		Takers	70
% Take/Elig	31.1%		% Take/Elig	30.8%
Workforce	940		Workforce	1,205
% Take/Work	7.3%		% Take/Work	5.8%
Engineering & Computer Sciences			Health Sciences	
Eligibles	124		Eligibles	306
Takers	51		Takers	83
% Take/Elig	41.1%		% Take/Elig	20.4%
Workforce	604		Workforce	1,340
% Take/Work	8.4%		% Take/Work	6.9%
Arts & Humanities			Professional Schools	
Eligibles	292		Eligibles	120
Takers	104		Takers	47
% Take/Elig	35.6%		% Take/Elig	39.2%
Workforce	1,183		Workforce	611
% Take/Work	8.8%		% Take/Work	7.7%
Physical Sciences & Math			Total	
Eligibles	272		All Eligibles- All Fields	1,820
Takers	62		Takers	575
% Take/Elig	22.8%		% Take/Elig	31.6%
Workforce	1,029		Workforce	6,947
% Take/Work	6.0%		% Take/Work	8.4%

Note: the % Take/Workforce is underestimated because field designation is unknown for 237 VERIP eligibles.

Professional Schools = Architecture, Business, Educ, Phys Ed, Law, Social Wel, Communications, Library Sciences

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CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

THE California Postsecondary Education Commission is a citizen board established in 1974 by the Legislature and Governor to coordinate the efforts of California's colleges and universities and to provide independent, non-partisan policy analysis and recommendations to the Governor and Legislature

Members of the Commission

The Commission consists of 17 members. Nine represent the general public, with three each appointed for six-year terms by the Governor, the Senate Rules Committee, and the Speaker of the Assembly. Six others represent the major segments of postsecondary education in California. Two student members are appointed by the Governor.

As of February 1995, the Commissioners representing the general public are

Henry Der, San Francisco, *Chair*
C. Thomas Dean, Long Beach
Elaine Alquist, Santa Clara
Mim Andelson, Los Angeles
Jeffrey I. Marston, San Diego
Guillermo Rodriguez, Jr., San Francisco,
Vice Chair
Melinda G. Wilson, Torrance
Linda J. Wong, Los Angeles
Ellen F. Wright, Saratoga

Representatives of the segments are

Roy T. Brophy, Fair Oaks, appointed by the Regents of the University of California,
Yvonne W. Larsen, San Diego, appointed by the California State Board of Education,
Alice Petrossian, Glendale, appointed by the Board of Governors of the California Community Colleges,
Ted J. Saenger, San Francisco, appointed by the Trustees of the California State University, and
Kyhl Smeby, Pasadena, appointed by the Governor to represent California's independent colleges and universities, and
vacant, representing the Council for Private Postsecondary and Vocational Education

The two student representatives are
Stephen Leshner, Meadow Vista
Beverly A. Sandeen, Costa Mesa

Functions of the Commission

The Commission is charged by the Legislature and Governor to "assure the effective utilization of public postsecondary education resources, thereby eliminating waste and unnecessary duplication, and to promote diversity, innovation, and responsiveness to student and societal needs."

To this end, the Commission conducts independent reviews of matters affecting the 2,600 institutions of postsecondary education in California, including community colleges, four-year colleges, universities, and professional and occupational schools.

As an advisory body to the Legislature and Governor, the Commission does not govern or administer any institutions, nor does it approve, authorize, or accredit any of them. Instead, it performs its specific duties of planning, evaluation, and coordination by cooperating with other State agencies and non-governmental groups that perform those other governing, administrative, and assessment functions.

Operation of the Commission

The Commission holds regular meetings throughout the year at which it debates and takes action on staff studies and takes positions on proposed legislation affecting education beyond the high school in California. By law, its meetings are open to the public. Requests to speak at a meeting may be made by writing the Commission in advance or by submitting a request before the start of the meeting.

The Commission's day-to-day work is carried out by its staff in Sacramento, under the guidance of its executive director, Warren Halsey Fox, Ph.D., who is appointed by the Commission.

Further information about the Commission and its publications may be obtained from the Commission offices at 1303 J Street, Suite 500, Sacramento, California 95814-2938, telephone (916) 445-7933 or Calnet 485-7933, FAX (916) 327-4417.

Faculty Salaries in California's Public Universities, 1992-93

California Postsecondary Education Commission Report 92-8

ONE of a series of reports published by the Commission as part of its planning and coordinating responsibilities. Additional copies may be obtained without charge from the Publications Office, California Postsecondary Education Commission, Third Floor, 1020 Twelfth Street, Sacramento, California 95814-3985.

Recent reports of the Commission include:

91-13 California's Capacity to Prepare Registered Nurses: A Preliminary Inquiry Prepared for the Legislature in Response to Assembly Bill 1055 (Chapter 924, Statutes of 1990) (September 1991)

91-14 Supplemental Report on Academic Salaries, 1990-91. A Report to the Governor and Legislature in Response to Senate Concurrent Resolution No. 51 (1965) and Supplemental Language to the 1979, 1981, and 1990 Budget Acts (September 1991)

91-15 Approval of Las Positas College in Livermore: A Report to the Governor and Legislature on the Development of Las Positas College -- Formerly the Livermore Education Center of Chabot College (September 1991)

91-16 Update on Long-Range Planning Activities: Report of the Executive Director, September 16, 1991 (September 1991)

91-17 The Role, Structure, and Operation of the Commission. A Preliminary Response to Senate Bill 2374 (October 1991)

91-18 1991-92 Plan of Work for the California Postsecondary Education Commission: Major Studies and Other Commission Activities (October 1991)

91-19 Reauthorization of the Higher Education Act of 1965 as Amended: A Report to California's Congressional Delegation Summarizing Consensus in California's Higher Education Community Regarding Proposed Revisions of the Act (December 1991)

91-20 Student Fees, Access, and Quality: Prospects and Issues for the 1992-93 Budget Process (December 1991)

91-21 Legislative and State Budget Priorities of the Commission, 1992: A Report of the California Postsecondary Education Commission (December 1991)

91-22 Proposed Construction of the Western Nevada County Center, Sierra Joint Community College District: A Report to the Governor and Legislature in Response to a Request for Capital Funds for a Permanent Off-Campus Center in the Grass Valley/Nevada City Area (December 1991)

92-1 Final Report on the Effectiveness of Intersegmental Student Preparation Programs: The Third Report to the Legislature in Response to Item 6420-0011-001 of the 1988-89 Budget Act (January 1992)

92-2 Assessing Campus Climate: Feasibility of Developing an Educational Equity Assessment System (January 1992)

92-3 California's Joint Doctoral Programs: A Report on Doctoral Programs Offered by Campuses of the California State University with Campuses of the University of California and the Claremont Graduate School (January 1992)

92-4 Prospects for Long-Range Capital Planning in California Public Higher Education: A Preliminary Review. A Staff Report to the California Postsecondary Education Commission (January 1992)

92-5 Current Methods and Future Prospectus for Funding California Public Higher Education: The First in A Series of Reports on Funding California's Colleges and Universities into the Twenty-First Century (March 1992)

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92-11 Meeting the Educational Needs of the New Californians. A Report to Governor Wilson and the California Legislature in Response to Assembly Concurrent Resolution 128 (1990) (March 1992)

92-12 Analysis of the 1992-93 Governor's Budget. A Staff Report to the California Postsecondary Education Commission (March 1992)